



## HEALTH, SAFETY AND ENVIRONMENT POLICY

Welldrill recognises the importance of providing all a safe and healthy workplace that has minimum possible environmental impact and where we continue to improve our performance in service to customers.

Our goals are to prevent all occupational injuries and illness, protect the environment and continual improve. Welldrill will seek to achieve this by:

- Identifying and preventing or reducing the risks that have the potential to cause personal injury or occupational illness or impact the environment
- Providing instruction, training and supervision to improve individual's understanding of workplace hazards, including safe and efficient work practices and emergency procedures
- Involving individuals in occupational health and safety, and environmental matters and consulting with them on ways to recognise, evaluate, control and improve the workplace. Including improving our IMS to improve our HSE performance.
- Ensuring that everyone (including visitors and contractors) complies with appropriate standards, processes and directions at work
- Providing adequate systems and resources to effectively manage rehabilitation and return to work processes
- As a minimum complying to relevant legal, industry, compliance and other requirements; and
- Setting Key Performance Indicators that are reviewed monthly by Senior Management, ensuring our commitment to continuous improvement.
- Recognise the value of water related risk management and stewardship.
- Prevent pollution, reduce impacts to land and enhance biodiversity protection.

All employees are expected to:

- Follow all Company policies and procedures
- Actively participate in improvement activities, and
- Report all injuries, incidents and non-conformance.

All personnel under the control of Welldrill shall be encouraged to contribute to improving workplace performance and will be required to co-operate with management to achieve the implementation of our policies and procedures and thereby meet Welldrill's goals.

A handwritten signature in black ink, appearing to be "L. Pember".

**LUKE PEMBER**  
General Manager

Date: 29 May 2024